



PERS-43 Update

Navy Personnel Command

DSN 882-xxxx/Comm (901) 874-xxxx

VP Placement

p433d@persnet.navy.mil / x-3989

VP Sea Detailer

p432p@persnet.navy.mil / x-3952

VP Shore Detailer

p432i@persnet.navy.mil / x-3951



Placement





The “Detailing Triad”

*NEEDS OF THE
NAVY*

*CAREER NEEDS OF
THE OFFICER*

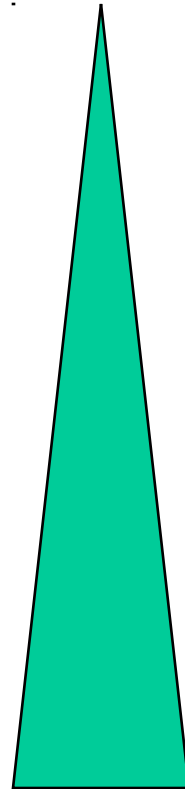
DESIRES OF THE INDIVIDUAL



Fleet Perception of the “Detailing Triad”

NEEDS OF THE
NAVY

CAREER NEEDS OF
THE OFFICER



DESIRES OF THE
INDIVIDUAL



Reality

WHAT KIND OF DAY
IS YOUR DETAILER
HAVING?

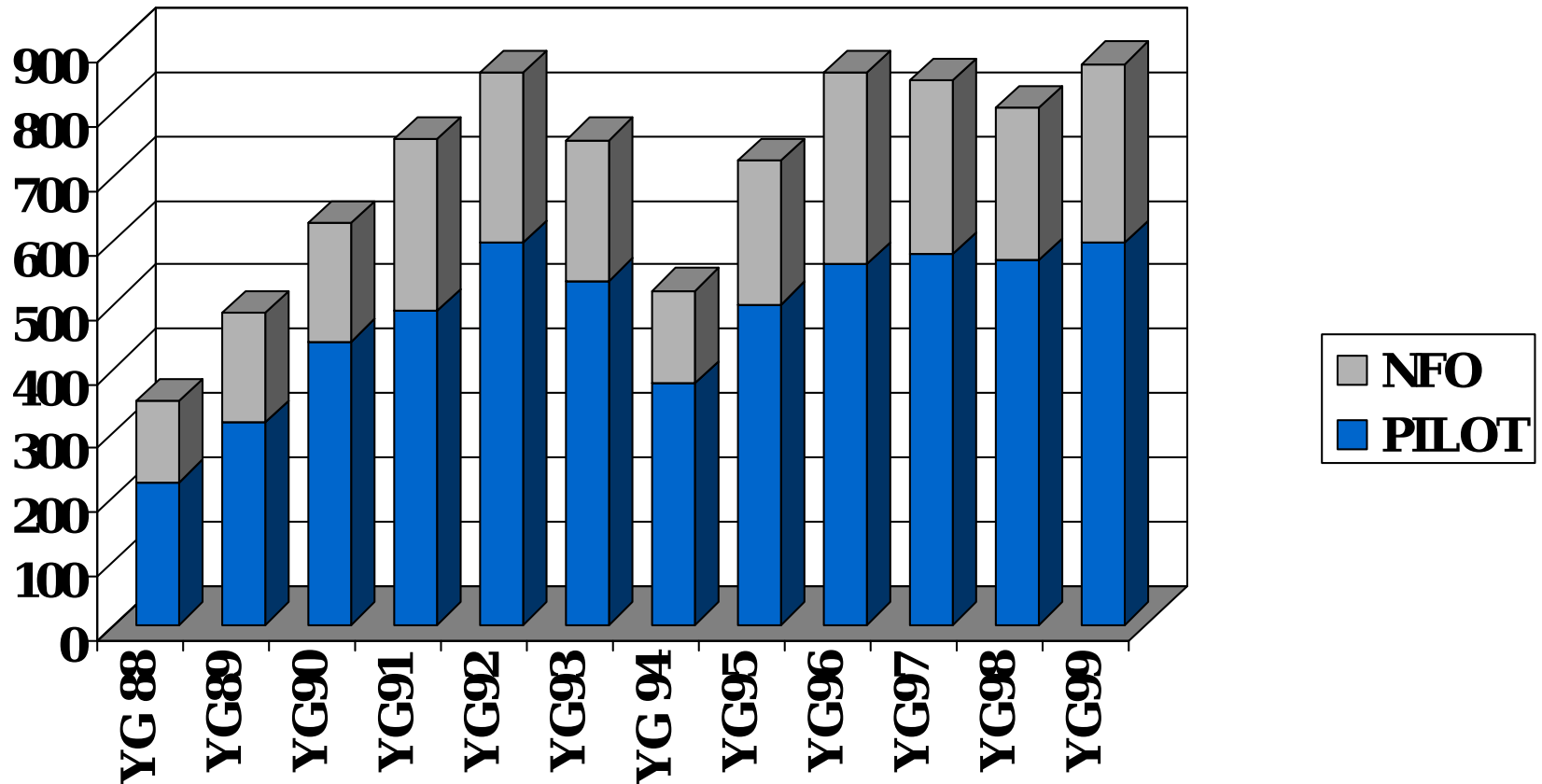


Placement Issues

- Aviation Manning & Retention
- VP Community Manning
- VP Community Fills
- Promotion Topics

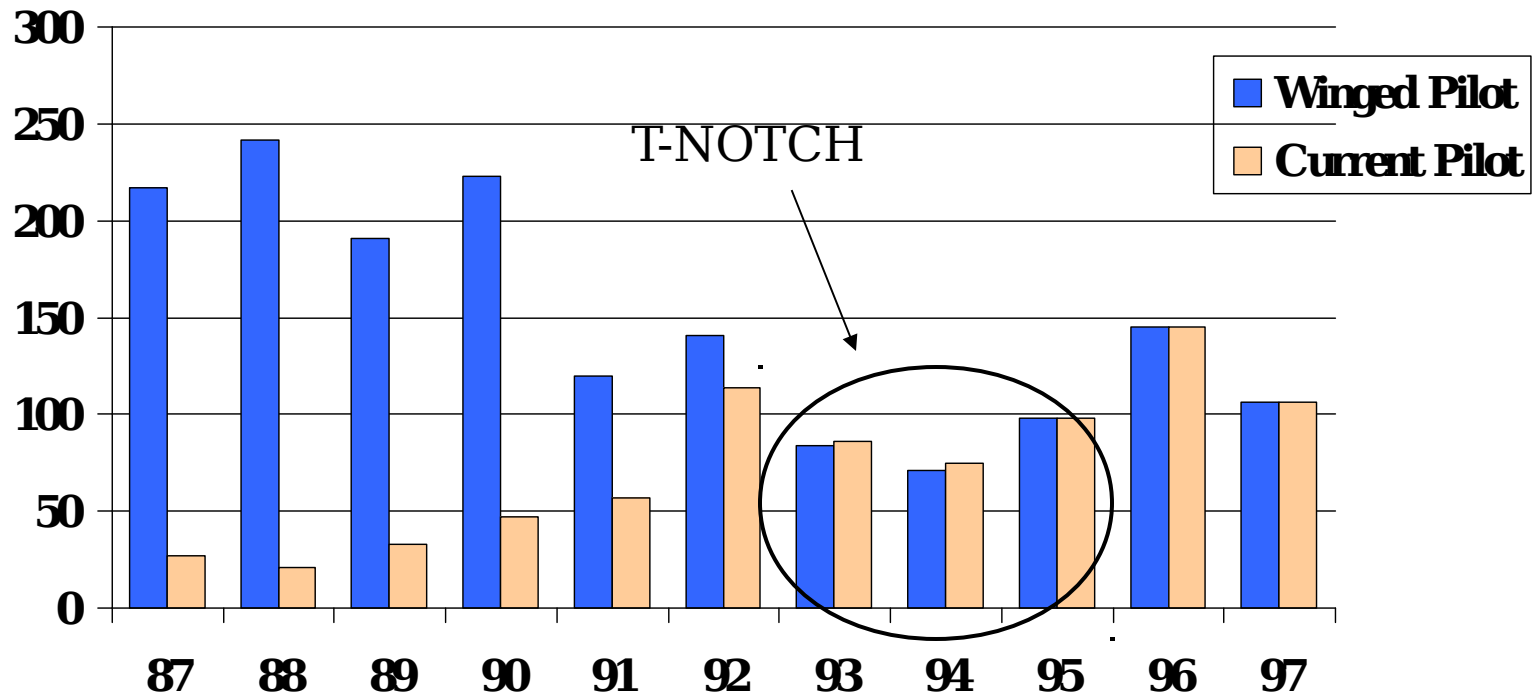


Aviator Inventory



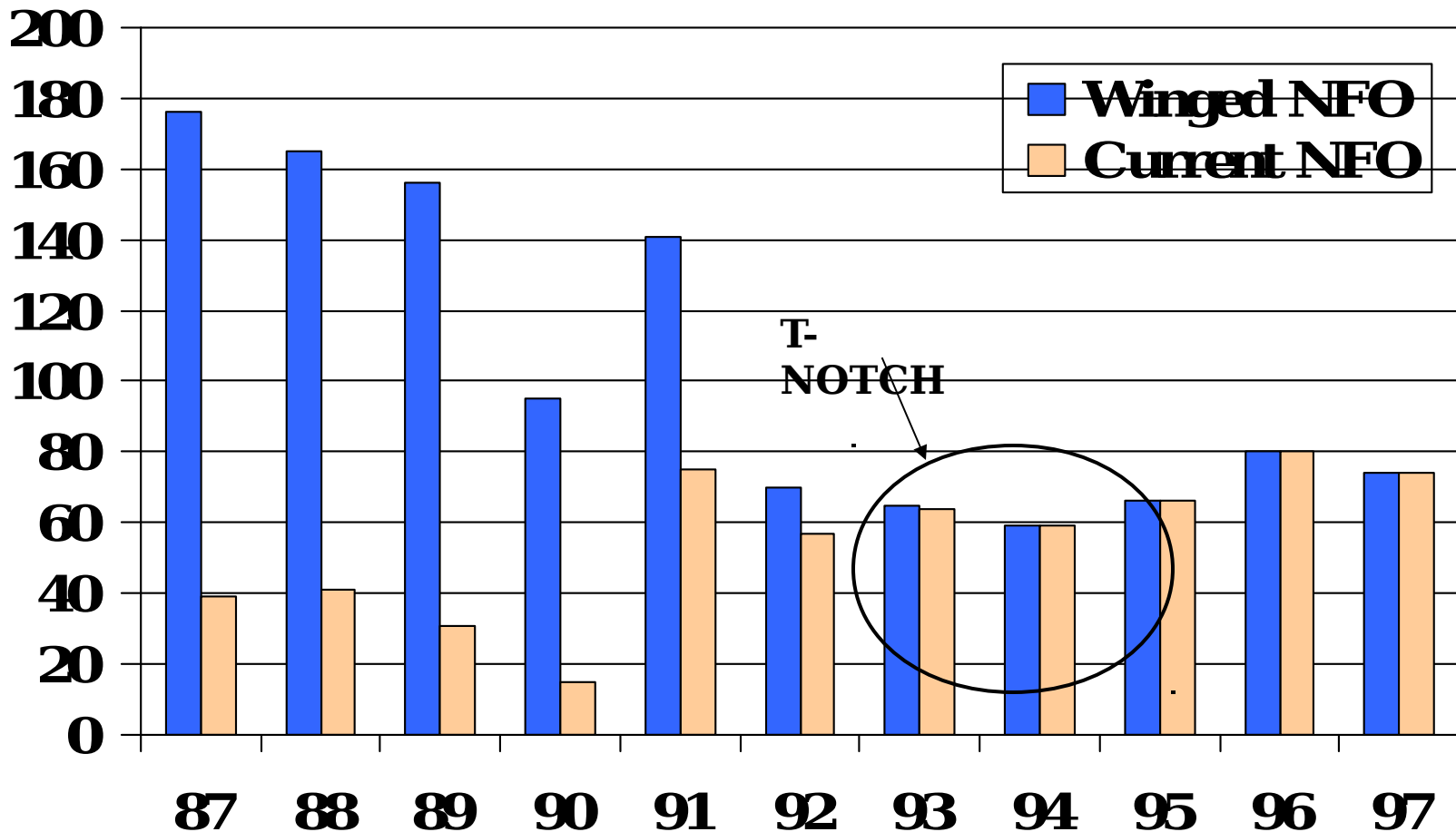


Pilot Retention





NFO Retention





Current VP Retention

YG WINGED

88 242 / 165

89 191 / 156

90 223 / 95

91 120 / 141

92 141 / 70

93 84 / 65

94 71 / 53

95 98 / 66

96 145 / 80

97 106 / 74

ONBD

21 / 41

33 / 31

37 / 18

28 / 68

96 / 44

81 / 60

T-Notch

68 / 55

YGs

90 / 64

145 / 80

106 / 74

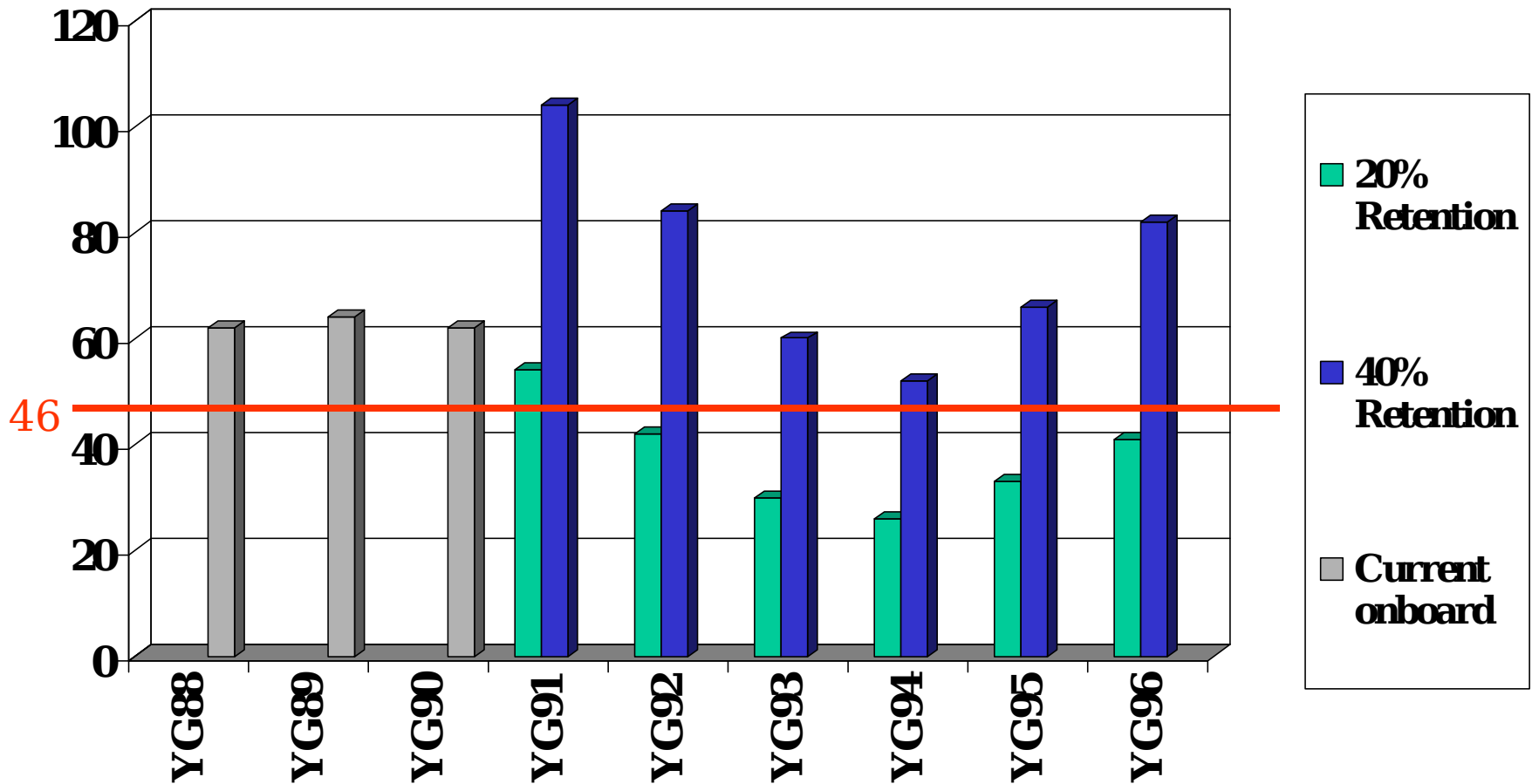


VP Squadron Manpower Requirements

- DEPLOYMENT READINESS DRIVING FACTOR
 - - 36 Pilots / 24 NFOs ready for deployment
 - - CO/XO included (try not to)
- DEPARTMENT HEAD REQUIREMENTS (mins)
 - 8 (total per squadron-4 Pilots/4 NFOs)
 - x 12 squadrons
 - $96 / 2.5$ (tour length) = 38.4
 - $38.4 / 2$ (equal # Pilots/NFOs) = 19 + 4 for VPU = 23

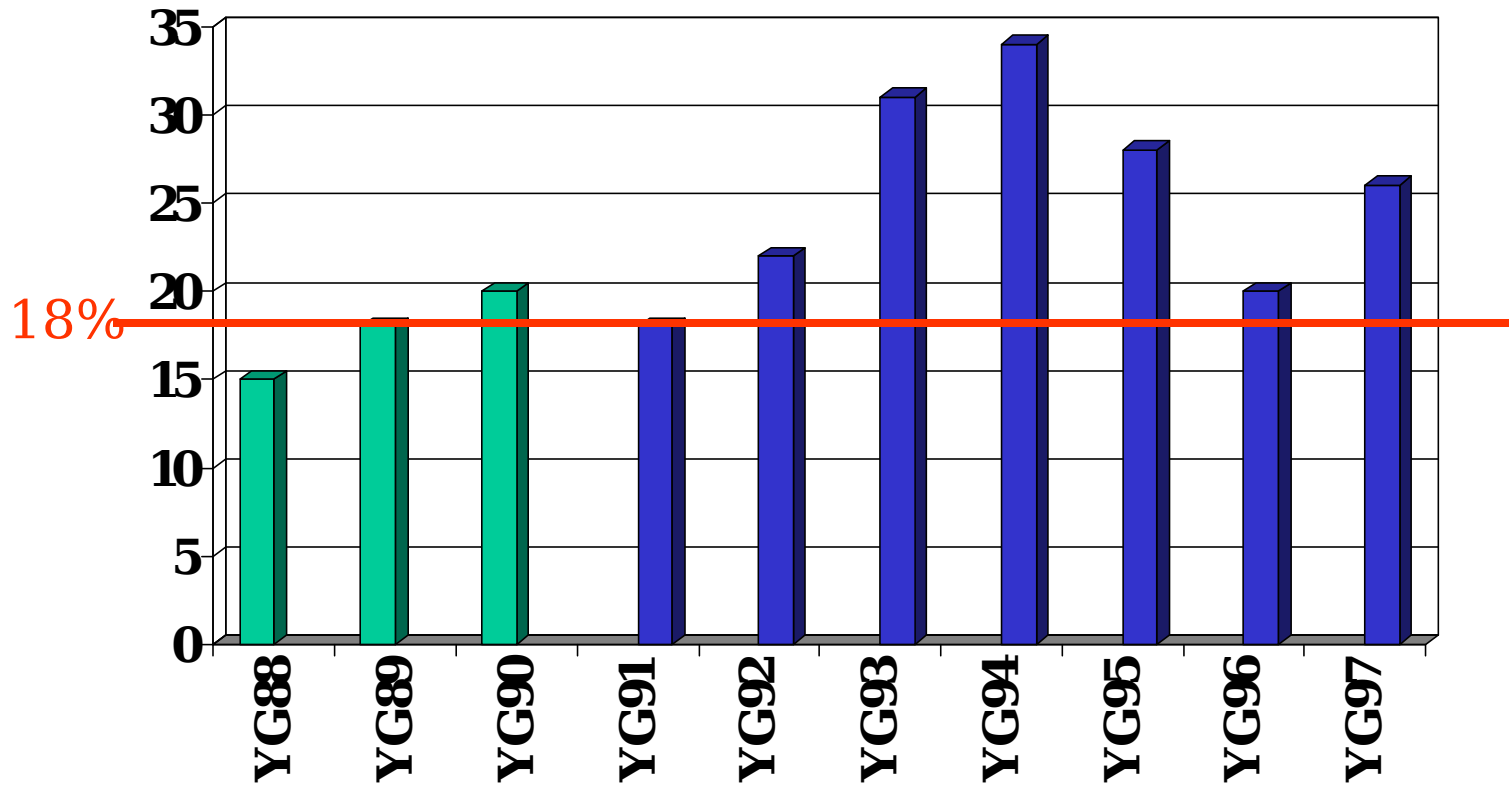


VP DH Requirements





Required DH Retention





VP Pilot Retention Requirements

<u>YG</u>	<u>INV</u>	<u>REQ DH</u>	<u>REQ RET</u>
90	37	23	Met
91	28	23	82%
92	96	23	24%
93	81	23	28%
94	68	23	34%
95	90	23	26%
96	145	23	16%
97	106	23	

22%

T-Notch

Historical retention has averaged 18-20%



VP NFO Retention Requirements

<u>YG</u>	<u>INV</u>	<u>REQ DH</u>	<u>REQ RET</u>
90	18	23	Not Met
91	68	23	33%
92	44	23	52%
93	60	23	38%
94	55	23	42%
95	68	23	
34%			
96	80	23	29%
97	74	23	
32%			



VP Community Fill Issues

- OVERSEAS TSCs/Staffs are top-priority for the community
 - Must fill with LTs from squadrons (some LDO/CWOs)
 - Recognized community critical job
- CY 2000 requirements- 2 per squadron
 - Quality cut - what kind of service do you want on deployment?
 - Timely notification (minimum 6 mos)
- CY 2001 requirements- 3 per squadron
 - 32 total fills



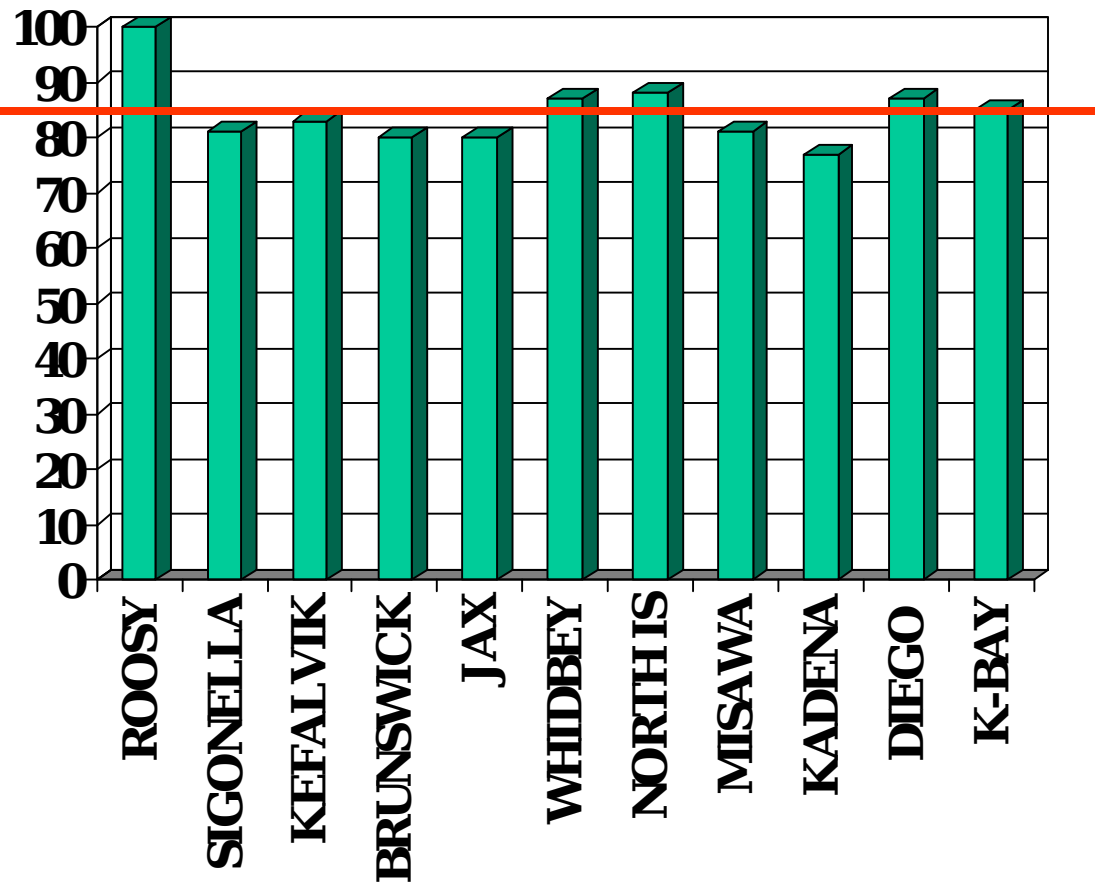
VP Community Fill Issues

- Benefits
 - Community Exposure
 - Travel
 - Responsibility
 - For Pilots...a ***chance*** to fly C-12s
 - Misawa
 - Kadena
 - Roosy
 - Atsugi (CPRW-1)
- Opportunities for Outstanding follow-on orders
 - 2 ANAV slots given to TSC rollers last year
 - Several VPU slots



VP TSC Manning

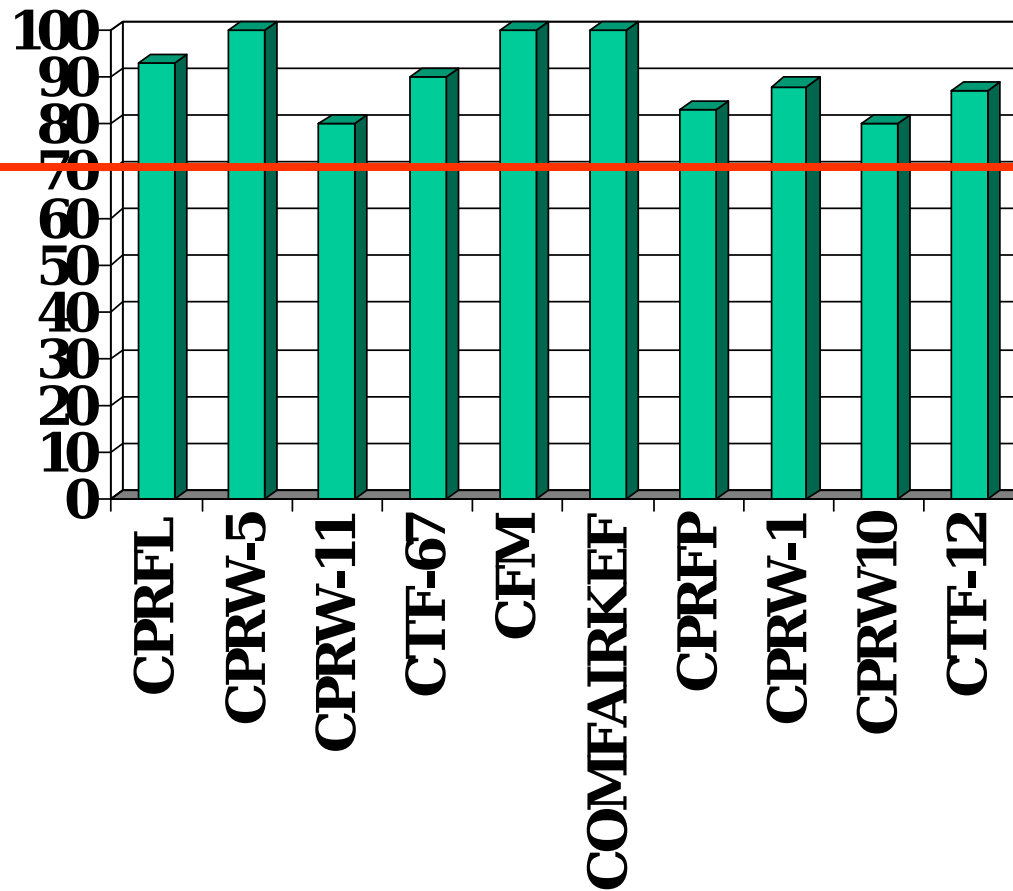
85% NMP
GOAL





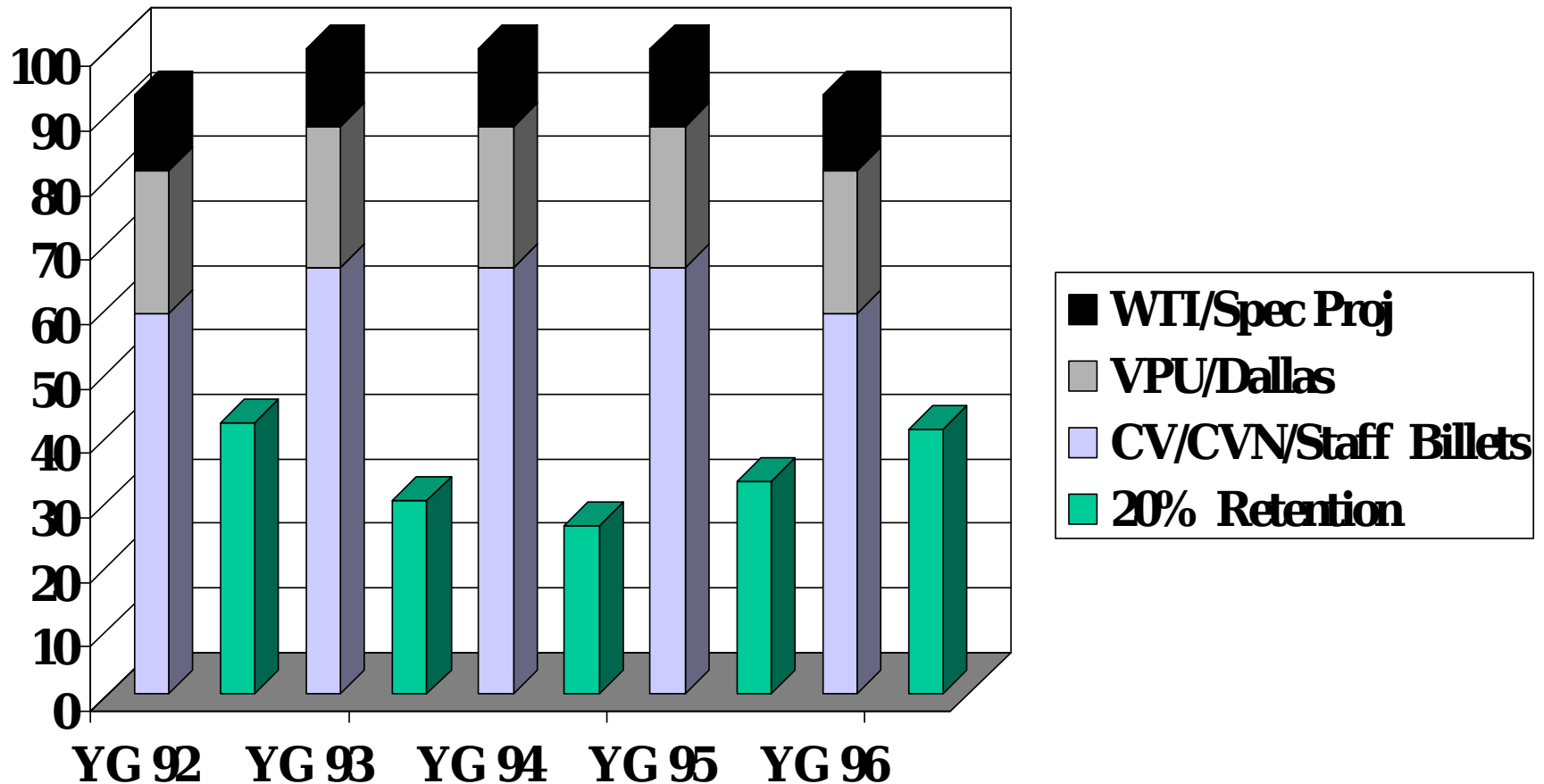
VP Staff Manning

70%
NMP
GOA
L





Historical VP Sea Duty Fills vs. Current Retention





FY 01 URL Promotion Board Results

■ LCDR - 85 % selection(FY01)

VP Pilots - 65.00 %

All Pilots - 77.03 %

VP NFOs - 82.86 %

All NFOs - 85.46 %

■ CDR - 75 % selection(FY02)

VP Pilots - 104.76 %

All Pilots - 74.04 %

VP NFOs - 74.29 %

All NFOs - 75.89 %

■ CAPT - 57 % selection(FY02)

VP Pilots - 29.41 %

All Pilots - 57.85 %

VP NFOs - 42.86 %

All NFOs - 54.90 %



What Counts in the Boards

- Department Head tour makes or breaks you on the O-5 board
 - Letters of Recommendation can help if your record needs “explaining”.
 - Ensure your record is complete.
- Aviation Command Screen Board.
 - Still need to have done an afloat tour for Operational Command.
 - Have screened for Special Mission Command from VPU/Det Dallas.



How do I get selected?

- Sustained superior performance
- Doing the hard thing well:
 - Sea Duty/ Overseas duty/ OOD & CDO Underway Qual
- Tie Breakers
 - Joint / JPME I /Masters degree
 - Major Staff tours.



CDR Promotion Board Command Screen

- Sustained Superior Performance
 - Same criteria used for LCDR
- #2 DH Tour - CDR Promotion
- #1 DH Tour - Command
- Significant Tiebreakers
 - Ship Underway Quals, JPME, Joint Tour, DC Tour, Masters



VP Command Opportunity

	CDR	OP	SM	TOTAL
<u>POP</u>	<u>CMD</u>	<u>CMD</u>		
<u>OPPORTUNITY</u>				
SG 81	46	15 (33%)	12	59%
SG 82	31	10 (32%)	7	55%
SG 83	43	12 (28%)	10	53%
SG 84	37	10 (27%)	8	48%
SG 85	51	13 (25%)	13	51%
SG 86	47	13 (27%)	6 (4 FY02)	50%



Detailing





Detailing

- BUPERS 101
- Shore Detailing Issues
- Sea Detailing Issues
- DH Issues
- Post DH Issues
- Policies
 - ACIP and ACCP

09/11/16



BUPERS 101

- The P-3 Community has 6 officers assigned to the Aviation Detailing Shop.
 - 2 JO Detailers, 1 O-5 Detailer, VP Placement, Carrier Placement & Flight Student Placement
- Detailers (good guys)
 - Represents people
- Placement Officer (bad guys)
 - Represents commands
- We work independently
09/11/16



Your Next Set of Orders

- Based upon
 - Needs of the Navy
 - Your career needs
 - Your preferences
- Detailers don't own any billets, we cannot create an opening if it does not exist.
- Commands get a "fair share" of available people as per the Navy's Manpower Plan.
 - FRS = 90%, TRACOM = 95%, Shore Staff = 70%



The Detailing Players

- Constituent - Fancy word for YOU
- Detailer - Your Advocate at the Bureau
- Sea/Shore Coord - Navy Needs Guy
- Placement - Command's Rep
- CO - Recommendation



The Orders Process

- Establish contact 9 months prior to PRD
- Define Career Needs, Personal Desires and Navy Needs
 - Honest Record Evaluation
- Begin Search for the 'Right' Job
 - Job must be available
- Make the Proposal/Nomination
- Approval Process



Detailer Tools

“How do we do it?”

- FITREPS - we can review every one
- COMMAND RECOMMENDATION
 - most important
- PREFERENCE CARDS
 - prefer e-mail or phone call
- BILLET POSTINGS
 - Can search a specific area for a job.



Orders Approval Process “The Chop Chain”

- Orig Detailer 432I A Proposal
- Shore Coordinator 432C A
- Subspec Manager 440E A
- TOS Waiver 4 A
- Gaining Placement 433H A
- Losing Placement 433D A
- Orig Detailer 432I A Victory



Preferred Timeline

- 15 - 12 months out
 - Send me your preferences
- 12 - 9 months out
 - Explore options
- 9 - 6 months
 - Work out timing
- 6 - 4 months
 - Orders



Aviation Career Path

CDR	16	CO	SEA/OVERSEAS
		XO	
	14	SECOND SHORE (36 MOS)	
LCDR	10	DH (24 MOS)	SEA
		FRS REFRESHER/ POSSIBLE SHORE TOUR	
		SECOND SEA (24 MOS)	
	6	FIRST SHORE (30 MOS)	
LT		FIRST SQUADRON SEA (36 MOS)	
		FLIGHT TRAINING/ FRS	



First Tour Goals

- WARFARE SPECIALTY QUALIFICATIONS
 - PPC, TC, MC, ITC, IP
- POSITIVE TREND ON FITNESS REPORTS
 - Shoot for competitive EP
- COMPETITIVE FOR FRS/VTs/AIDE
- HAVE FUN



Shore Duty!

- Pilots
 - FRS, T-44s, T-34s, JPATS/NATU
 - VT Jets, VX-1, Pt. Mugu, PEP, Force, NRL, C-12
- NFOs
 - FRS, TSC/Wings, 562nd, VT-10/4, VX-1, Pt. Mugu
 - Loop, USNA, NROTC, NRDs, DC
- My current fills
 - contact the VP Shore Detailer



Disassociated Sea Tour

- CV/CVN
- CARGRU/ CRUDESGRU
- NUMBERED FLEET STAFF
- TACRON
- DET DALLAS
- VPU 1/2



CV/CVN Billets

- ANAV
- OPS ADMIN
- ASST AIR OPS
- A STRIKE
- TAO
- SHOOTER



Active Carrier Options

CV63 KITTY HAWK YOKOSUKA

CV64 CONSTELLATION SAN DIEGO

CVN65 ENTERPRISE NORFOLK

CV67 JOHN F KENNEDY MAYPORT

CVN68 NIMITZ NEWPORT NEWS SHIPYARD

CVN69 EISENHOWER NORFOLK

CVN70 VINSON BREMERTON

CVN71 ROOSEVELT NORFOLK

CVN72 LINCOLN EVERETT

CVN73 GEORGE WASHINGTON NORFOLK

CVN74 JOHN C. STENNIS SAN DIEGO

CVN75 HARRY S TRUMAN NORFOLK

CVN76 RONALD REAGAN NEWPORT NEWS
SHIPYARD



Staff Billets

- Fleet Staffs (2nd, 3rd, 5th, 6th & 7th)
 - Staff Ops & Plans ASW
 - Loop Billets
- CARGRU & CRUDESGRU
 - Flag LT
 - Flag Sec - Admin Officer
 - Staff Ops & Plans ASW



CARGRU/CRUDESGR U

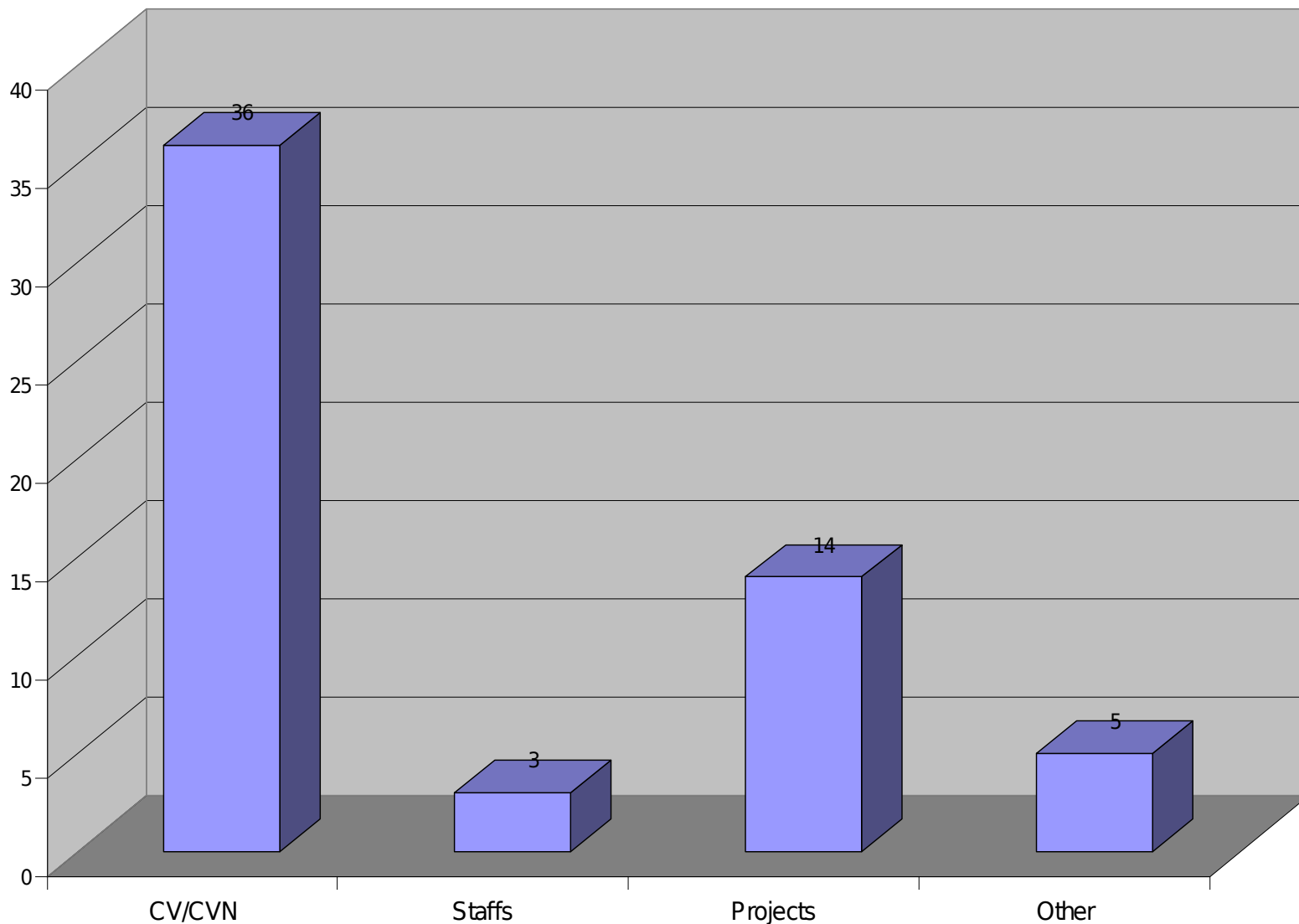
• Number	Homeport	Flagship
• CCG-1	SAN DIEGO	TRAINING CCG
• CCG-2	NORFOLK	TRUMAN
• CCG-3	BREMERTON	VINSON
• CCG-4	NORFOLK	TRAINING CCG
• CCG-5	YOKOSUKA	KITTY HAWK
• CCG-6	MAYPORT	KENNEDY
• CCG-7	SAN DIEGO	STENNIS
• CCG-8	NORFOLK	T. ROOSEVELT
• CCDG-1	SAN DIEGO	CONNSTELLATION
• CCDG-2	NORFOLK	WASHINGTON
• CCDG-3	EVERETT	LINCOLN
• CCDG-5	SAN DIEGO	
• CCDG-8	NORFOLK	EISENHOWER
• CCDG-12	MAYPORT	ENTERPRISE



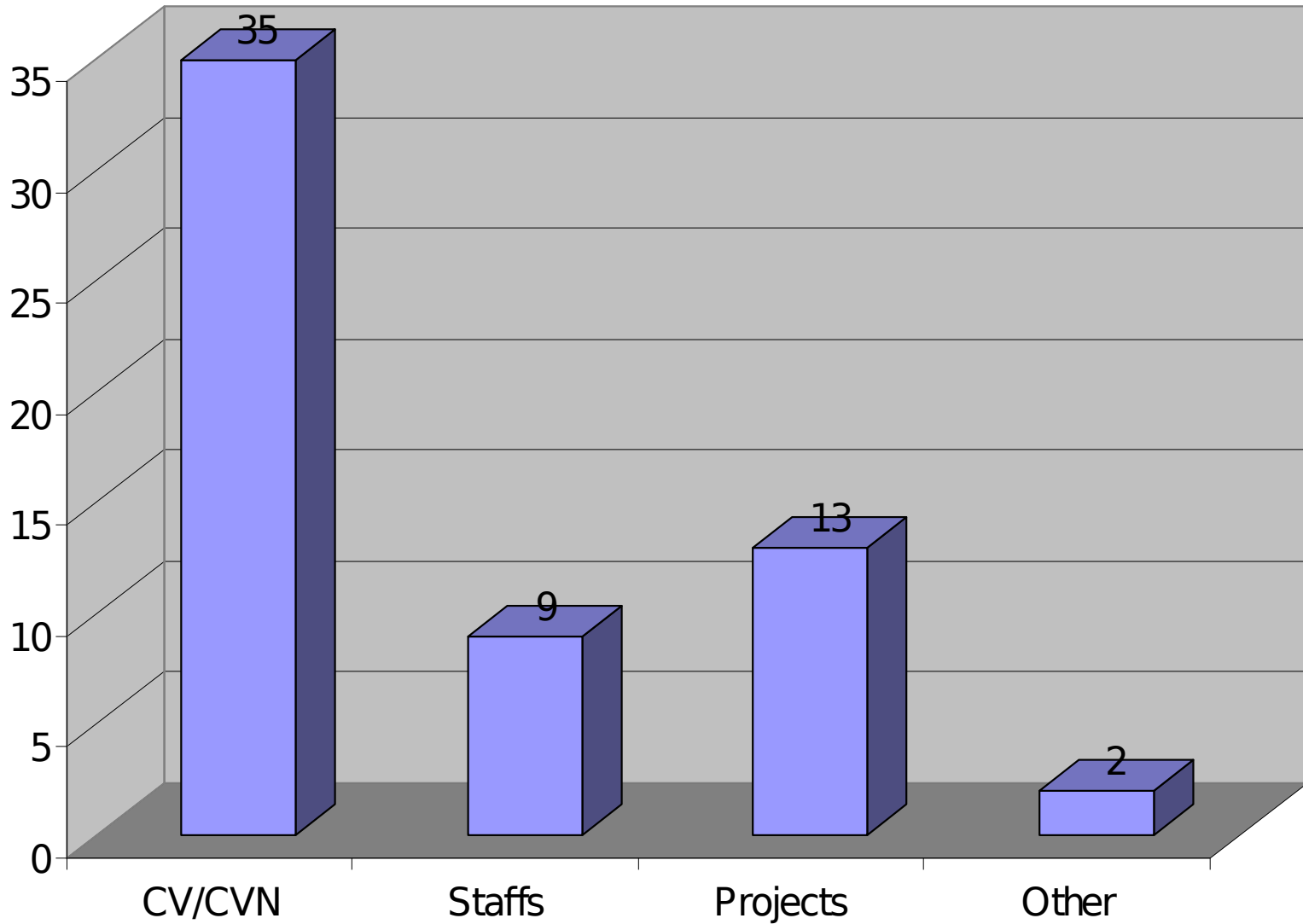
Other Disassociated Sea Tours

- Det Dallas
 - I will put you in contact with AOIC
 - Interview and security screen
- VPU
 - Give me your name
 - I will forward to CO/XO for thumbs up or down

FY 99 Sea Duty Rollers



FY-00 Sea Duty Rollers





DH Timing

- Need to be back in the FRS by Year Group plus 11
 - i.e. YG93 FRS window Feb04-Nov04
- Zone predictions are released in Dec.
- Zone “creep” might pull you in early
 - Check to see which FY you are eligible for O-4.
 - Early selection is good for the ego, but can be bad for the career.



War College or What do I do before the FRS

- 5 Different Options
 - ARMY - Fort Leavenworth, KS
 - NAVY - Newport, RI
 - MARINE - Quantico, VA
 - AIR FORCE - Montgomery, AL
 - FOREIGN - ????????????????



War College (continued)

- JPME-1
 - always briefed on command screen board
- Masters Degree offered
- Some Foreign Colleges offer PEP tours
- 2 yr joint payback after graduation
 - Unless precluded by DH timing



Navy Post-Graduate School

- Numerous courses of study ranging from 18 to 30 months
- Some curricula offer JPME-1
- Refresher may be needed (APC)
- Gives you a much needed subspec
- 3 for 1 and month for month payback



Post-DH tours

- CO/XO recommendation is important
 - War college to follow-on joint job
 - JCS, EUCOM, USACOM, SOUTHCOM...
 - Community Jobs
 - VX-1, VP-30, Wings, TSCs..
 - Major Staffs / Education
 - OPNAV, OLA, OSD, CINCs, Loop, USNA, NPS..
 - Flying Billets
 - ETD/ASA, Station Pilots, TRACOM...



Programs and Policies

- ACIP - Flight Pay
 - - Making Gates
 - > **8 of 12 (96 MOF) Op Flying pays until 18**
 - > **10 of 18 (120 MOF) Op Flying pays until 22**
 - > **12 of 18 (144 MOF) Op Flying pays until 25**
 - - Waivers
 - > **Joint, JPME, NPGS, Payback Tour, Disassociated**



Current ACCP Pay (FY01)

- Long Term Contract
 - First time eligible YG-89 and junior
 - Pilots - \$25,000/yr. for 5 years
 - NFOs - \$15,000/yr. for 5 years
 - 50% lump sum option available
 - Commitment through completion of Department Head tour



Current ACCP Pay

- Short Term Contract (24/30 Month)
 - Second Sea, Department Head, Non-Command Screened Commander at Sea Tours
 - Eligible aviators assigned to designated billets as of 1 OCT 99 may apply for ACCP
 - \$15,000/yr
- Aviation Command XO/CO (36 Month)
 - \$15,000/yr



Current ACCP Pay

- PCC (05) at Sea (24 Month)
 - \$15,000/yr
- Captain at Sea and Major Command Ashore
 - \$15,000/yr for 36 months not to exceed 25 years aviation active service



Detailer Gouge

- **UNDERSTAND DETAILER CHARTER**
 - - **COMPETITIVE FOR 0-4**
- **REALISTIC AND TIMELY PREF CARD (GET CO'S HELP)**
- **COMMUNICATE 6-9 MONTHS PRIOR WITH DETAILER**
- **CO/XO TALK TO PLACEMENT**
 - - **HONEST ASSESSMENT**
- **WRITTEN ORDERS 4-6 MONTHS**
- **BOTTOM LINE**
 - - **NEEDS OF THE NAVY**
 - - **CAREER NEEDS**
 - - **PERSONAL DESIRES**
 - - **TIMING IS EVERYTHING**



Contacting Your Detailer

- Phone
 - Approx 30 calls/ day
 - Answering machine
- E-Mail
 - 30+ messages/ day (including weekends)
- Central Time
- My computer knows everything



Resignation Guidance





Resignation Guidance

- PERS 451 - Distribution, Management and Procedures.
 - The resignation process manager.
 - Acts as QA for the detailing branches.
- The Current OTM is NAVPERS 15559B. It is available on CD ROM or via the BUPERS Web Page and must be printed locally to obtain a hardcopy.



Minimum Tour for Separation (MTS)

- You cannot resign until you meet all obligations (MSR - winging obligation) and MTS.
- To determine MTS see OTM article 3.6 of the OTM (Officer Transfer Manual).
 - Basically 24 months for a PCS Shore Duty move and 12 months for a PCS Sea Duty move.



Resignations & PRD

- Requirement to get your resignation to BUPERS (not handed to the CO) , greater than 6 months prior to PRD.
- You are obligated to orders if notified of orders (verbal, msg etc...) and within the 6 month window prior to receipt of resignation. (OTM Paragraph 10.1.4)
- Bottom line - your detailer will make certain you are obligated to orders if you do not submit your resignation in time



PRD Issues (Continued)

- 6 month window is defined as the 1st day of the 6th month prior to the month of PRD. (ex. PRD is Nov; window starts 1 May)
- Any resignation where the division recommends to hold a member involuntarily past PRD will be forwarded to PERS-4 (Head Detailer) for a final decision.



PRD Issues (Continued)

- Current Aviation Detailing Policy is to hold all pilots and NFOs to PRD even if MSR is prior to PRD unless the losing command specifically accepts a gap via the endorsement.
- Authorized by CNPC in 1999.



RELIEF ISSUES

- If the division recommends approval prior to the 9 month submission guideline....
 - The detailee/placement must address if a relief is/will be identified.
 - Identify EDA or if command will accept gap and length of gap (if not already addressed in endorsement).
 - A positive command endorsement does not mean they are willing to gap the billet unless they have specifically indicated such.

ACTIVE OFFICER PROMOTIONS BRIEF





Scope of Brief

- ACTIVE OFFICER STATUTORY BOARDS ONLY
- NOT
 - RESERVE BOARDS
 - ADMINISTRATIVE BOARDS
 - APPLICATION BOARDS
 - ENLISTED BOARDS



OFFICER PROMOTION PLAN

- Completed by Promotion Planners in Washington
- Basis for ZONE ALNAV (December)
- Percentage to Select by Pay Grade and Board
 - (URL, LDO, AMDO, AEDO, INTEL, ETC)



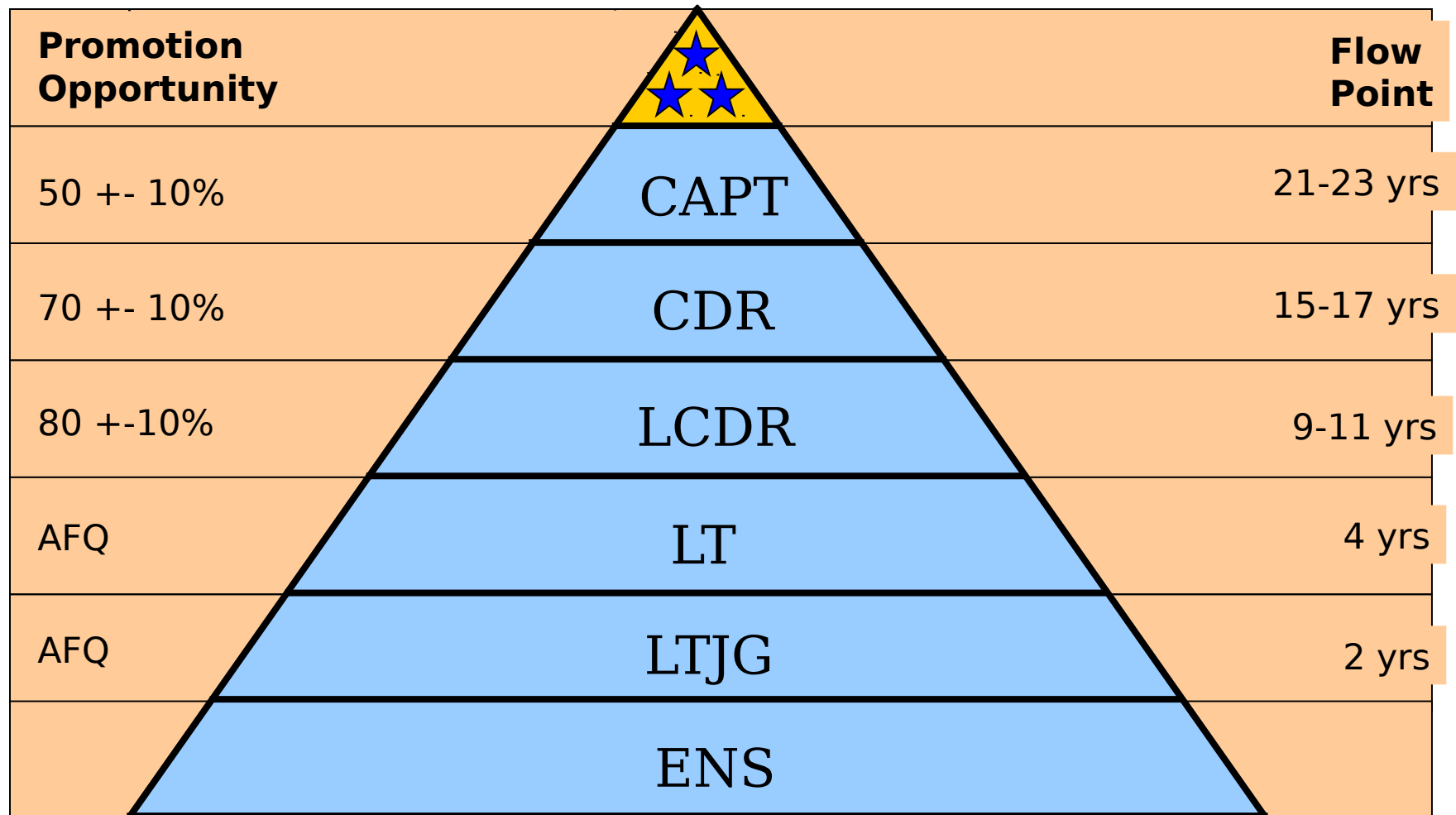
PROMOTION PLAN: THE PROCESS

Promotions are a function of strength by grade based on:

- Legal Limit
 - DOPMA Grade Table - Limits the number of CAPTs, CDRs, & LCDRs based on total officer strength
 - DOPMA Grade Relief - Increased limit on CAPT, CDR, LCDR by 6%
- Vacancies
 - Promotions, Retirements, Separations



DoD Parameters





PROMOTION ZONE SIZE

- Zones are five year estimates
 - Only the current year zone size is firm
- Why does the zone size change?
 - Changes in requirements and vacancies
 - Estimating losses is a challenge
 - Change in total number of officers allowed by grade (DOPMA grade relief)
 - Meeting the goal/law of “relatively similar opportunity” over a five year period



PRE- BOARD

- Verify Eligibility
 - Constantly changing
- Computer Continuity Check of Regular FITREPs
- PRECEPT routed to SECNAV's office
- Membership / Assistant Recorders
 - Volunteer through detailer



PRECEPT

- Membership, Date, and Location
- Selection Standard
- Authorized Percentage to Select
- Show Cause Determination
- General Procedural Guidance
- Skills Guidance
- Equal Opportunity
- Board Reports
- Oaths



BOARD COMPOSITION

SECNAVINST 1401.3

- Unrestricted Line
 - 5 AVIATORS AT LEAST 1 1310 / 1320
 - 4 SURFACE (1 Can be either an 1130 or 1140)
 - 3 SUBMARINE
 - 1 JOINT REP
 - 1 ACQUISITION PROFESSIONAL REP
 - MINORITY / FEMALE REPS
 - RESERVE COMMISSION REP



BOARD RECORDER WEEK

STARTS ONE WEEK PRIOR TO BOARD

- **MANUAL REVIEWS** *(DONE AS A COURTESY TO ELIGIBLE!)*
 - REGULAR FITREPS FOR THE LAST FIVE YEARS
 - **VERIFY AWARDS**
 - **CHECK THAT OSR/PSR ACCURATELY REFLECTS FITREP GRADES AND AWARDS**
 - **CHECK FOR PHOTO IN CURRENT GRADE**

**YOUR PERFORMANCE IS UNKNOWN IF
YOUR RECORD IS NOT UP TO DATE**



BOARD CORRESPONDENCE UP TO BOARD CONVENING DATE

- LETTER TO BOARD
- ADDRESSED TO BOARD PRESIDENT FROM ELIGIBLE OFFICER
 - MAY INCLUDE ANYTHING ELIGIBLE OFFICER FEELS SHOULD BE INCLUDED IN BOARD DELIBERATIONS
- NORMALLY USED TO FORWARD LETTERS OF RECOMMENDATION
- NO THIRD PARTY CORRESPONDENCE
- PAPER DOCUMENTS
 - VALIDATED BY APPROPRIATE NPC AUTHORITY





GRADING / VOTING CRITERIA

- BRIEFER ASSIGNS GRADE
 - 100 OR A ABSOLUTELY SELECT
 - 75 OR B PROBABLY SELECT
 - 50 OR C NOT SURE
 - 25 OR D PROBABLY NOT
 - 0 OR NO DO NOT SELECT



FULL RECORD REVIEW AND BRIEF (AZ/IZ ONLY)

- RANDOM DISTRIBUTION TO ENSURE IMPARTIALITY
 - URL FIRST REVIEW RANDOM
 - SECOND REVIEW BY SAME DESIGNATOR
- RL, STAFF AND LDO MEMBERS BRIEF THEIR RECORDS

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NAME			OFFICER SUMMARY RECORD				
			YG 79	DATE PROC:		120498SEQ.NUM: 0744	
SSN	FILE NO	DESIGNATOR	DATE OF BIRTH	AGE	PROF.SERV.DATE	FOR BOARD USE	
		1320	570310	41			
PROM HISTORY: DATE OF RANK	CAPT.	CDR 940801	LCDR 890601	LT 830601	LTJG 810530	ENS 790530	WARRANT
PRESENT DUTY STATION NSAWC				PRESENT BILLET TRA PLN AVFLGT			
EDUCATION				SERVICE SCHOOLS ATTENDED			
COLLEGE	DATE/LEVEL	MAJOR	LANG PROF	SUB-SP	COURSE: AV SAF COMMAND NAVWC COMD STF		
NWC NPT RI	91 MASTER	FRGN AFF		0028G	DATE/WKS: 9402 01 9006 42		
SALVE REGI	90 MASTER	STRG GEN			COURSE: SLATS		
CITADEL	79 BACH/1 PR	MANAGMNT			DATE/WKS: 8701 02		
					COURSE:		
					DATE/WKS:		
ACTIVE DUTY BASE DATE 790512	PREVIOUS MIL SERVICE:	YEAR	MONTHS	HIGHEST RATE/GRD	REMARKS		
					E-2 C.O. ALWAYS ABOVE THE PACK, COMMUNITY LEADER, RECOMMENDED FOR FRS C.O. BY BERNIE SMITH.		
CMD E2C expert Post Grad IZ		PERSONAL DECORATIONS					
		MER SVC MDL 01 AIR MDL S/F 03 NAV COM-V 03 NAV COM 04		SELECTED FOR JUNIOR SERVICE COLLEGE SELECTED FOR SENIOR SERVICE COLLEGE			
SPECIAL QUALIFICATIONS				UNDERWAY QUALS, JPME-READY FOR JOINT.			
1. CARAEW E2C 2. AVIACDR CMD 3. CDO UNDRWAY 4. JPME PHASE1 5. NFOTRA ATDS 6.		7. 8. 9. 10 11 12		LPH/LHA/PHILBRON BONUS SELECT			

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OFFICER SUMMARY RECORD

NAME:			DESIG: 1320																				PAGE			1 OF 3											
GRADE	STATION	DUTY	RPT DATE	#M OS	REPORTING SENIOR	SPECIF 0	1	2	3	PERF 5	1 7	0	COMPARISON 0	1	2	3	5	7	0	DESIRABILITY 0	1	2	3	5	7	0	PROMOT E	P	N	0	1	2	3	5	7	0	REMARK
1	NROTC UNIT THE CIT		0579	02	STEWART	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	RG	
1	NAVAVSCOL SCOM, PNC		0779	02	STEELE	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	RG	
1	VT 10, TR ARON TEN		0979	05	DOWNS	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	RG	
1	NAVAVSCOL SCOM, PNC		0280	00	STEELE	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	RG	
1	RVAW120, CARAEWTRAR	RNSTUD	0280	09	ALLEN	6	-	7					-	-	-	-	-	-	-	-	3						-	-	-	-	6					RG	
2	CARAEWTRAR ONE TWO	1ST LT	1280	15	GLAESER	5	1	0	1				-	4						-	5						N	X		-	5	1				RG	
3	VAW 123 CARAEWTRAR	PO	0382	10	MAHOOD J N	5	1	1					-	4	3					-	5						/	3		-	6					RG	
3	VAW-123, CARAEWTRAR	ADO	0183	05	MAHOOD J N	5	1	1					-	1						-	5						/	1		-	6					RG	
3	VAW-123, CARAEWTRAR	AMO	0583	07	BUNTON R L	5	1	1					-	7						-	5						/	4		-	6					RG	
3	VAW-123, CARAEWTRAR	AMO	0184	03	BUNTON R L	5	1	1					-	1						-	5						/	1		-	6					RG	
3	VAW 120, CARAEWTRAR	NFO	0484	09	ODEN L N	6	1	3					2	7						-	5						/	1		-	6					RG	
3	VAW 120, CARAEWTRAR	NFO	0185	05	ODEN L N	6	1	3					1	4						-	5						/	1		-	6					RG	
3	VAW 120, CARAEWTRAR	AIC	0585	07	SPRAGUE J W	5	1	3					3	0						-	5						/	2		-	6					RG	

prev
F/Enext
F/E

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OFFICER SUMMARY RECORD

NAME:			DESIG: 1320															PAGE 2 OF 3		
GRADE	STATION	DUTY	RPT DATE	#M OS	REPORTING SENIOR	SPECIF	PERF	1	COMPARISON	1	DESIRABILITY	1	PROMOT	TRAITS	1	REMARK				
						0	1	2	3	5	7	0	0	1	2	3	5	7	0	
3	VAW 120, CARAEWRON	AIC	0186	04	SPRAGUE J W	6	1	3					3							RG
3	VAW 120, CARAEWRON	DIVO	0486	05	KRAFT C M	5	1	2					1							RG
3	CARAEWRON ONE TWO	ASSIST	0986	04	ESEMAN T S	5	1	3					1	3 of 18 LT's						RG
3	VAW 127, CARAEWRON	OPS	0187	13	COOPER W J	5	1	3	#1 of 200 Jo's selected as HAWKEYE of the year				1							RG
3	VAW 127, CARAEWRON	AOPS-A	0288	06	COOPER W J	5	1	3	3 of 12				9							RG
4	VAW-127, CARAEWRON	SAFETY	0788	10	PACENTR ILLI L	5	1	3	Top Lcdr in Squadron				1							RG
4	NAVWARCOL NEWPORT	STU-DO	0789	11	KURTH R J	F	-	-	-	-	-	-	-	-	-	-	-	-	-	RG
4	VAW-120, NAS NORFO	NFOSTU	0690	02	LANG T C	5	-	-	-	-	-	-	-	-	-	-	-	-	-	RG
4	VAW-123	CVW-1	0990	02	BOWMAN M L	6	1	3	Leader of ASUW team				3							CF
4	VAW-123	ASUW O	0990	02	MAURER M L	5	-	-	-	-	-	-	-	-	-	-	-	-	-	RG
4	VAW-123	CVW-1	1190	06	BOWMAN M L	6	1	3					1							CF
4	VAW-123	OPERAT	1190	12	MAURER M L	5	1	3	Difference between 1 and 4 hardly discernable				4							MAJ RG
4	VAW-123	MAINT	1191	13	WINSLOW M J	5	1	3	MY BEST MISSION CDR				4							RG

[illegible]

SSN: DATE OF REPORT: 12/04/98

PAGE 1 OF 1

ALWAYS ABOVE THE BACK				
AS C.O., AND ALWAYS				
RANKED.				



SPECIAL CONSIDERATIONS

- ADVERSE PERSONAL
KNOWLEDGE OF ELIGIBLE
 - NOT ADMISSIBLE IF NOT FOUND
IN RECORD
- NO THIRD PARTY
CORRESPONDENCE



VOTE TO TENTATIVELY SELECT

- FOLLOWS FULL REVIEW AND BRIEF OF ALL AZ / IZ
- SELECT TOP RECORDS
- DROP FROM FURTHER CONSIDERATION LOW SCORING RECORDS
- CRUNCH WHAT IS LEFT



SCATTERGRAM

100	3	3	100
97	3	6	97
94	2	8	94
93			93
91	3	11	91
87	2	13	87
83	3	16	83
80			80
77			77
74	5	21	74
71	6	27	71

To select 12



SCATTERGRAM

	100	3	3	100	
	97	3	6	97	
	94	2	8	94	
	93			93	
	91	3	11	91	
	87	2	13	87	
	83	3	16	83	
	80			80	
	77			77	
DFC	74	5	21	74	
	71	6	27	71	To select 12



SCATTERGRAM

TS	100	3	3	100
	97	3	6	97
	94	2	8	94
	93			93
DFC	91	3	11	91
	87	2	13	87
	83	3	16	83
	80			80
	77			77
	74	5	21	74
	71	6	27	71

To select 12



SCATTERGRAM

TS	100	3	3	100	
	97	3	6	97	
	94	2	8	94	
	93			93	
DFC	91	3	11	91	Crunch 8 to select 4
	87	2	13	87	
	83	3	16	83	
	80			80	
	77			77	
	74	5	21	74	
	71	6	27	71	

C O M M U N I T Y O V E R V I E W

COMMANDER (LINE) UNRESTRICTED LINE OFFICER PROMOTION SELECTION BOARD RDML KEVIN P. GREEN, PRESIDENT

Compcat/Desc.	Above Zone			In Zone			Below Zone			Summary	
	Elg	Sel	Pct	Elg	Sel	Pct	Elg	Sel	Pct	Sel	Pct
111X SURF WAR	124	3	2.42	102	76	74.51	310	2	0.65	81	79.41
111X SURF NUC	14	1	7.14	21	17	80.95	28	0	0.00	18	85.71
TOTAL	138	4	2.90	123	93	75.61	338	2	0.59	99	80.49
112X SUB (NON-NUC)	102	0	0.00	15	0	0.00	19	0	0.00	0	0.00
112X SUB (NUC)	6	2	33.33	58	52	89.66	125	0	0.00	54	93.10
TOTAL	108	2	1.85	73	52	71.23	144	0	0.00	54	73.97
113X SPEC WAR(SEAL)	3	0	0.00	9	8	88.89	35	0	0.00	8	88.89
TOTAL	3	0	0.00	9	8	88.89	35	0	0.00	8	88.89
114X SPEC OPS	5	0	0.00	3	1	33.33	26	1	3.85	2	66.67
TOTAL	5	0	0.00	3	1	33.33	26	1	3.85	2	66.67
130X AV GROUND	1	0	0.00	0	0	0.00	1	0	0.00	0	0.00
TOTAL	1	0	0.00	0	0	0.00	1	0	0.00	0	0.00
131X PILOT VF	3	1	33.33	17	13	76.47	42	0	0.00	14	82.35
131X PILOT VP	18	1	5.56	28	21	75.00	60	0	0.00	22	78.57
131X PILOT VS	5	0	0.00	11	5	45.45	27	0	0.00	5	45.45
131X PILOT VAW/VRC	2	0	0.00	6	5	83.33	32	0	0.00	5	83.33
131X PILOT VQ PROP	0	0	0.00	1	1	100.00	10	0	0.00	1	100.00
131X PILOT VQ JET	1	0	0.00	4	2	50.00	6	0	0.00	2	50.00
131X PILOT VQ TAC	1	0	0.00	3	1	33.00	9	0	0.00	1	33.00
131X PILOT VFA	3	1	33.33	23	19	82.61	95	0	0.00	20	86.96
131X PILOT VAQ	1	0	0.00	7	6	85.71	35	1	2.86	7	100.00
131X PILOT VA MEDIUM	4	1	25.00	6	0	0.00	8	0	0.00	1	16.67
131X PILOT (GEN)	0	0	0.00	2	1	50.00	5	0	0.00	1	50.00
131X PILOT HSL	33	1	3.03	42	26	61.90	113	0	0.00	27	64.29
131X PILOT HS	16	0	0.00	13	11	84.62	57	0	0.00	11	84.62
131X PILOT HM	3	1	33.33	4	4	100.00	10	0	0.00	5	125.00
131X PILOT HC	22	0	0.00	23	17	73.91	46	0	0.00	17	73.91
TOTAL	112	6	5.36	190	132	69.47	555	1	0.18	139	73.16



FAILURE OF SELECTION MILPERSMAN 1420-050

- Above and In Zone officers only
- Formal FOS Counseling is provided by your detailer when **requested**.
- Applies to CWO3 - O6 Boards only



MAINTAINING YOUR RECORD

- Check for:
 - Regular FITREP Continuity
 - Awards
 - Photo in current Grade
 - Education Information
 - Special Qualifications
- Order your OSR/PSR and Record
 - PNC Collins
 - (901) 874-3416 DSN 882
 - P313@persnet.navy.mil



Board For Correction Of Naval Records (BCNR)

- SECNAVINST 5420.193
- More Flexibility in correcting problems.
 - Failure of Selection (FOS) removal
 - Date of Rank Adjustment
 - Remove Documents from Record
- Mr. Jonathan Ruskin
 - (703) 614-9841 DSN 224
 - ruskin.jonathan@hq.navy.mil



PROMOTION OBSERVATIONS

- PERFORMANCE IN COMPETITIVE JOBS IS THE NUMBER **ONE** INDICATOR
- HARD JOBS ARE BETTER
- FILLING IN THE BLOCKS OF OSR COVER PAGE IS VERY GOOD
 - ADDITIONAL QUALS
 - MASTERS DEGREE
 - SUBSPECIALITIES
- AVOID NOT OBSERVED FITREPS



FITREP OBSERVATIONS

- WRITE YOUR FITREP FOR A BOARD MEMBER
- INCLUDE CAREER MILESTONES
 - AWARDS
 - DON'T USE JOB SPECIFIC LANGUAGE
- VERY IMPORTANT TO INCLUDE OBTAINING WARFARE QUALIFICATION
- DON'T SEND MIXED SIGNALS



Recommendation for Promotion

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote
42 INDIVIDUAL	0	0	0	0	X 2	0
43 SUMMARY						

OR??

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote
42 INDIVIDUAL	0	0	0	0	1	X 1
43 SUMMARY						



Written Comments (Block 4)

A recent Reporting Senior wrote:

“Read this carefully...the rules force me to make him only a Must Promote. He is an Early Promote! He is rated against another O-X who I anticipate will be promoted. Joe’s turn is next. Joe would truly be number one in any other setting.”



Written Comments (Block 4)

Opening:

“Ranked 1 of 10 hand picked active duty officers.”

Closing:

“He has my strongest endorsement and recommendation for aviation and major command. In addition, he has earned my strongest possible recommendation for accelerated promotion to captain now.”



FITREP DISCUSSION

- REPORTING SENIOR CUM
 - Combines all reports within pay grade
 - (Active, Reserve, Line, Staff)
- LCDR Dave Harper
 - **(901) 874-3309**
 - **P311@persnet.navy.mil**

DESIG/RATE

—SSN—

DATE OF REPORT: 03/15/99

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When will I get promoted?

- Fiscal year starting monthly in October
- Estimates published on website
- Not official until name on monthly NAVADMIN (DOPMA/Recalls etc)
- O-4 through O-6
 - 5% of list monthly for first 8 months
 - 15% of list monthly for last 4 months
- O-3 - First of month two years after LTJG
- CWO-3/4 - First of month four years after 2 or 3



WWW.BUPERS.NAVY.MIL

- Selection Boards/ Line or Staff/ Insignia
 - Eligibles Listing by Zone
 - Precept
 - Membership
 - Release Process (Updated only when change)
 - Select Message
 - Community Overview Statistics
 - Promotion/ Pay Increment Plan



WWW.BUPERSACCESS.NAVY.MIL

- LOGIN, ADVANCEMENTS, SELECTION BOARDS FOR PROMOTION/CONTINUATION
- PERSONAL ACCOUNTS
 - PRE-BOARD- CAN VIEW NAME, PACKAGE RECEIVED, AND ZONE
 - POST-BOARD- CAN VIEW SELECT STATUS WHEN ALNAV RELEASED
- COMMAND ACCOUNTS
 - ALL OF THE ABOVE PLUS SELECT STATUS 48 HOURS PRIOR TO ALNAV RELEASE



QUESTIONS??